

APPENDIX B (con't)
RIDGWAY HOURLY PAYROLL DEDUCTION
FOR HEALTH BENEFITS ***
(Bi-weekly)

Type of Coverage	Fee-for-Service Cost Per Pay (Upon Ratification)	Managed Care Cost Per Pay (Upon Ratification)
Individual	\$15.17	\$13.52
Parent/Child	\$34.48	\$32.26
Parent/Children	\$38.49	\$33.57
Husband/Wife	\$41.57	\$36.22
Family	\$46.22	\$41.21

The monthly payment rate as of 07/20/00 for employees who discontinue their medical/dental insurance coverage is as follows:

Type of Coverage	Fee-for-Service Cost Per Pay (Upon Ratification)	Managed Care Cost Per Pay (Upon Ratification)
Individual	\$75.00	\$67.00
Parent/Child	\$170.00	\$159.00
Parent/Children	\$190.00	\$165.00
Husband/Wife	\$205.00	\$178.00
Family	\$227.00	\$203.00

The payment is predicated on the participating plan and coverage as of 07/01/00.

APPENDIX C

CLASSIFICATION & RATES

	Classified Rate <u>7-20-00</u>	Classified Rate <u>7-1-01</u>	Classified Rate <u>7-1-02</u>
Blender Operator	\$17.70	\$17.85	\$18.00
Cure Press	\$16.70	\$16.85	\$17.00
Cure Press Utility	\$14.60	\$14.75	\$14.90
Preform Press	\$16.70	\$16.85	\$17.00
Janitor	\$13.08	\$13.23	\$13.38
Tin Man	\$14.12	\$14.27	\$14.42
Block Oven (406, 407, 2402)	\$14.20	\$14.35	\$14.50
Screener/Pelletizer	\$14.10	\$14.25	\$14.40
Factory Custodian	\$13.08	\$13.23	\$13.38
Backing Stock	\$16.70	\$16.85	\$17.00
Mold Method Liner	\$15.60	\$15.75	\$15.90
Operation (1002A, 1058A-B, 2407, 3001 & 3005)			
Clean & Deburr (1217)	\$13.70	\$13.85	\$14.00
Slitter (2505, 2509)	\$14.50	\$14.65	\$14.80
703 Off-Highway Polisher	\$14.55	\$14.70	\$14.85
Slit/ID Grind (3002, 3003, 3006/2504, 2506, 2507)	\$15.55	\$15.70	\$15.85
Swing Arm Polisher & Side Grinder (1040)	\$15.60	\$15.75	\$15.90
Manual Polisher (702, 711)	\$16.45	\$16.60	\$16.75
Auto Fixture Grinder (1043 A/B & 1044 A/B)	\$16.20	\$16.35	\$16.50
Auto Grinder Pinch Feed (1003A)	\$16.20	\$16.35	\$16.50
Manual Swing Arm Grinder (3004A)	\$16.20	\$16.35	\$16.50
O.D. Rough Grinder (1002B)	\$15.60	\$15.75	\$15.90
Post Form Liner Operation (1061, 2503 2302-212, 2301, 2602-03-04-06)	\$15.60	\$15.75	\$15.90
BFG Bevel (3004B)	\$15.60	\$15.75	\$15.90
Radial Saw (3109, 3110 & 3111)	\$14.50	\$14.65	\$14.80
Liner Erlmann Drill (2809)	\$16.20	\$16.35	\$16.50
Block Erlmann Drill (2803-2806-2808-2810)	\$16.20	\$16.35	\$16.50

**APPENDIX C (cont'd)
CLASSIFICATION & RATES**

	Classified Rate <u>7-20-00</u>	Classified Rate <u>7-1-01</u>	Classified Rate <u>7-1-02</u>
Manual Drill (868, 869, 870)	\$16.20	\$16.35	\$16.50
CNC Machine Center (1801, 1802)	\$15.95	\$16.10	\$16.25
Manual Counterbore (860, 865)	\$15.95	\$16.10	\$16.25
Groove & Scribe (1050-51)	\$15.45	\$15.60	\$15.75
Off-Highway Grinder (1045)	\$15.85	\$16.00	\$16.15
Auto Polisher (3007)	\$15.45	\$15.60	\$15.75

MAINTENANCE

	Classified Rate <u>7-20-00</u>	Classified Rate <u>7-1-01</u>	Classified Rate <u>7-1-02</u>
4.0 Yr. Leadman	\$16.58	\$16.73	\$16.88
4.0 Yr. Journeyman	\$16.00	\$16.15	\$16.30
3.5 Yr. Leadman	\$15.78	\$15.93	\$16.08
3.5 Yr. Journeyman	\$15.20	\$15.35	\$15.50
3.0 Yr. Leadman	\$15.53	\$15.68	\$15.83
3.0 Yr. Journeyman	\$14.95	\$15.10	\$15.25
2.5 Yr. Journeyman	\$14.75	\$14.90	\$15.05
2.0 Yr. Journeyman	\$14.60	\$14.75	\$14.90
1.5 Yr. Journeyman	\$14.45	\$14.60	\$14.75
1.0 Yr. Journeyman	\$14.25	\$14.40	\$14.55
.5 Yr. Journeyman	\$14.00	\$14.15	\$14.30
Apprentice	\$13.70	\$13.85	\$14.00
Store Clerk B*	\$13.75	\$13.90	\$14.05

SHIPPING DEPARTMENT

	Classified Rate <u>7-20-00</u>	Classified Rate <u>7-1-01</u>	Classified Rate <u>7-1-02</u>
Stock Dist. Handler/Receiver	\$14.45	\$14.60	\$14.75

APPENDIX C (cont'd)
CLASSIFICATION & RATES

DISC BRAKE DEPARTMENT

	Classified Rate <u>7-20-00</u>	Classified Rate <u>7-1-01</u>	Classified Rate <u>7-1-02</u>
Disc Brake Operation	\$15.20	\$15.35	\$15.50

INSPECTION DEPARTMENT

	Classified Rate <u>7-20-00</u>	Classified Rate <u>7-1-01</u>	Classified Rate <u>7-1-02</u>
Inspector	\$14.70	\$14.85	\$15.00
Raw Material Inspector	\$14.70	\$14.85	\$15.00

FINISHED PRODUCTS PROCESSING DEPARTMENT

	Classified Rate <u>7-20-00</u>	Classified Rate <u>7-1-01</u>	Classified Rate <u>7-1-02</u>
Riveter	\$13.45	\$13.60	\$13.75

OTHER

	Classified Rate <u>7-20-00</u>	Classified Rate <u>7-1-01</u>	Classified Rate <u>7-1-02</u>
Restricted Rate*	\$15.21	\$15.36	\$15.51

*This classification can only be used for those employees whose medical restrictions prevent them from in-house assignment and who currently have no assigned classification.

NEW EMPLOYEES

Progressive Wage system for new employees is as follows:

Starting rate of pay will be \$4.00 per/hour below the classified rate of pay for the job assigned/bid, but no less than the minimum starting hourly wage as follows:

<u>7-20-00</u>	<u>7-1-01</u>	<u>7-1-02</u>
\$10.45	\$10.60	\$10.75

New employees will receive a fifty cent (.50) per/hour wage increase at the end of their probationary period, as well as, a fifty cent (.50) per/hour increase for each 1000 hours worked thereafter until the employee reaches parity.